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GOVERNMENT OF WEST BENGAL



Finance Department Audit Branch

West Bengal Services (Revision of Pay and Allowance) Rules, 2009, Memorandum issued thereon and related orders 79 | Gilt

FOREWORD

The West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and other notifications on revision of pay of Police personnel, Civil Defence personnel, staff and officers of the Public Service Commission, West Bengal as well as a Memorandum on the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 and allied matters have been published in the extraordinary issue of Kolkata Gazette dated the 23rd February, 2009. Government has also issued orders sanctioning fresh instalments of Dearness Allowance with effect from the 1st April, 2009.

In this volume, the above-mentioned rules, notifications, memorandum and order have been compiled together for the benefit of all Heads of Offices and Drawing & Disbursing Officers.

DIPANKAR MUKHOPADHYAY

Principal Secretary to the

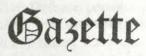
Government of West Bengal

Finance Department

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Kolkata

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MONDAY, FEBRUARY 23, 2009

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PART I-Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

FINANCE DEPARTMENT

Audit Branch

NOTIFICATION

No. 1690-F,-the 23rd February, 2009.- In exercise of the power conferred by the proviso to article 309 of the Constitution of India, the Governor is pleased hereby to make the following rules:-

Rules

- Short title and commencement.- (1) These rules may be called the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
 - (2) They shall be deemed to have come into force on the first day of January, 2006.
- Application. (1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts under the rule making control of the Government of West Bengal except members of All India Services, the West Bengal Judicial Service and members of the services to whom the University Grants Commission and the All India Council of Technical Education scales of pay apply.
 - (2) Unless specifically extended under express order of the Government, these rules shall not apply to
 - (a) Subordinate executive staff of the Police Forces in West Bengal,
 - (b) Officers and staff of the West Bengal National Volunteer Force,
 - (c) Officers and staff of the West Bengal Legislative Assembly Secretariat,
 - (d) Officers and staff of the Public Service Commission, West Bengal,

- (e) Officers and staff of the High Court at Calcutta,
- (f) Government employees appointed on contract,
- (g) Government employees not in whole time employment,
- (h) Government employees paid otherwise than on a monthly basis, including those paid at piece-rates,
- (i) Government employees who have retired in the afternoon of the 31st December, 2005, and
- Government employees re-employed after retirement.
- Definitions. (1) In these rules, unless the context otherwise requires, -
 - (a) "existing basic pay" means the pay drawn in the prescribed existing scale of pay, including stagnation increment(s), if any, but does not include any other type of pay;
 - (b) "existing scale" means, -
 - (i) in relation to a Government employee, the existing scale applicable to the post held by the Government employee or, as the case may be, the personal scale applicable to him on account of his advancement to a higher scale under specific or general orders of the Government as on the 1st January, 2006, whether in a substantive or officiating or temporary capacity, and
 - (ii) in the case of Government employee who was on the 1st January, 2006, on deputation or on foreign service or on leave or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, the scale of pay applicable to the post which he would have held but for his being on deputation or on foreign service or on leave or, as the case may be, but for his officiating in a higher post;
 - (c) "existing emoluments" mean the aggregate of -
 - (i) existing basic pay,
 - (ii) dearness pay appropriate to the basic pay, and
 - (iii) dearness allowance appropriate to the basic pay plus dearness pay at index average 536 (1982 = 100);
 - (d) "present scale", in relation to any post specified in column (2) of Part D of Schedule I, means the scale of pay specified against that post in column (3) thereof;
 - (e) "pay in the pay band" means pay drawn in the running pay bands specified in column (5) of Part D of Schedule I;
 - (f) "grade pay" means a fixed amount corresponding to the pre-revised pay scales/posts;
 - (g) "revised pay structure", in relation to any post specified in column (2) of Part D of Schedule I, means the pay band scale and grade pay specified against column (5) and column (6) of that Part, unless a different revised pay in the pay band and grade pay is notified separately for that post;
 - (h) "basic pay in the revised pay structure" means the pay drawn in the prescribed pay band plus applicable grade pay but does not include any other type of pay;
 - (i) "revised emoluments" means the pay in the pay band plus the grade pay of a Government employee in the revised pay structure and includes the revised non-practicing allowance, if any, admissible to him.
 - (j) "Schedule" means the Schedule appended to these rules.
 - (2) Words and expressions used but not defined in these rules shall have the same meanings as respectively assigned to them in the West Bengal Service Rules, Part I.

- 4. Scale of pay of post. From the date of commencement of these rules, the pay band and grade pay of every post specified in column (2) of Part D of Schedule I, shall be as specified in column (5) and column (6) respectively thereof.
- 5. Drawal of pay in revised pay structure. Save as otherwise provided in these rules, every Government employee shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale:

Provided further that in case where a Government employee has been placed in a higher pay scale between the period from 1st January, 2006 to the date of notification of these rules on account of promotion, upgradation of pay scales etc., such Government employee may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation I. – The option to retain the existing scale under the first proviso to this rule, shall be admissible only in respect of one existing scale.

Explanation II. – The aforesaid option shall not be admissible to any person appointed to a post on or after the 1st day of January, 2006, whether for the first time in Government Service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation III.— Where a Government employee exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under the existing rules or order applicable to that post, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. Exercise of option.— (1) The option under the provisos to rule 5 shall be exercised in writing in the Form appended to Schedule II so as to reach the authority mentioned in sub-rule (2) within three months of the date of publication of these rules in the Official Gazette:

Provided that -

- (i) a Government employee, who on the date of publication of these rules in the Official Gazette, is on leave or deputation or on foreign service, the said option shall be exercised in writing so as to reach the said authority within three months of his return from such leave or deputation or foreign service, as the case may be; and
- (ii) a Government employee, who is under suspension on the date of publication of these rules in the *Official Gazette*, shall exercise the said option within three months of the date of his return to his duty or within three months of the date of publication of these rules in the *Official Gazette*, whichever is later.
- (2) The option shall be submitted by the Government employee to the Head of his Office.
- (3) If the option under sub-rule (1) has not been received by the Head of his Office within the time mentioned in that sub-rule, the Government employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2006.
 - (4) The option once exercised shall be final.
- Note 1. A Government employee whose service is terminated on or after the 1st day of April, 2008 and who is unable to exercise the option on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds within the prescribed period, shall be entitled to the benefits of exercising option under this rule.

- Note 2. A Government employee, who died on or after 1st day of January, 2006 and could not exercise the option within the prescribed period, shall be deemed to have exercised option for the revised pay structure on and from the 1st day of January, 2006 or from such subsequent date as is considered most beneficial to him, if he was alive.
- Note 3. A Government employee who was on leave on the 1st January, 2006 and is entitled to leave salary, shall be allowed the benefits of exercising option under this rule.
- Note 4. A Government employee whose existing scale of the post was revised with effect from any date notionally before publication of these rules, may be allowed the benefits of exercising option under this rule on the basis of notional basic pay in the existing scale.
- 7. Fixation of initial pay in revised pay structure. (1) The initial pay of a Government employee who elects or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2006, shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien, or would have held a lien had his lien not been suspended, and in respect of his pay in the officiating post held by him in the following manner namely:—
 - (a) in case of all employees, -
 - (i) the pay in the pay band of a Government employee who continued in service after 31st December, 2005, shall be determined notionally as on 1st day of January, 2006, by way of multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10:

Provided that if the minimum of the revised pay band is higher than the amount so arrived at in accordance with the provisions of this item, the pay shall be fixed at the minimum of the revised pay band;

- (ii) after the pay in the pay band so determined, grade pay corresponding to the existing scale shall be added;
- (b) in case of medical officers and veterinarians who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed notionally in accordance with the provisions of clause (a):

Provided that the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average of 536 (1982=100) shall be added while fixing the pay in the revised pay band, and the amount of non-practising allowance at the rate as specified in Part F of Schedule I shall be drawn with effect from the 1st day of January, 2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed in the revised pay structure.

- Note 1.— A Government employee who is on leave on the date of commencement of these rules and is entitled to leave salary, shall become entitled to pay in the revised pay structure from the date of actual effect of the revised emoluments. Similarly, where a Government employee is on study leave shall get the benefit of these rules.
- Note 2.— A Government employee under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure shall be subject to the final order of the pending disciplinary proceedings.
- Note 3.—Where the amount of existing emoluments exceeds the revised emoluments in respect of any Government employee, the difference amount shall be allowed as personal pay to be absorbed in future increases in pay.
- Note 4.— Where in the fixation of pay under sub-rule (1), the pay of a Government employee, who, immediately before the 1st day of January, 2006, was drawing more pay in the existing scale than another Government employee junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

- Note 5. In the case where a senior Government employee promoted to a higher post before the 1st day of January, 2006, draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of senior Government employee shall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up shall be done by the Government with effect from the date of promotion of the junior Government employee subject to the fulfillment of the following conditions:–
 - both the junior and the senior Government employees should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
 - the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical;
 - (iii) the senior Government employee at the time of promotion should have been drawing equal or more pay than the junior;
 - (iv) the anomaly should arise directly as a result of the application of the provisions of the normal rule or any other rule or order regulating fixation of pay on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, the provisions of this *Note* shall not be applicable to step up the pay of the senior officer.
- Note 6. Where a Government employee is in receipt of personal pay on the 1st day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, the difference representing such excess shall be allowed to such Government employee as personal pay to be absorbed in future increases of the pay.
- (2) Subject to provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.
- 8. Fixation of pay in revised pay structure of employees appointed as fresh recruits on or after 1st day of January, 2006. (1) The pay of direct recruits to a particular post carrying a specific grade pay shall be fixed on or after the 1st day of January, 2006, at the entry level pay in the pay band as indicated in Part D or Part E, as the case may be, of Schedule I to these rules.
 - (2) The provisions of sub-rule (1) shall also be applied in the case of those recruited between the 1st day of January, 2006 and the date of publication of these rules:

Provided that where the emoluments in the pre-revised pay scale(s) i.e., sum total of the basic pay in the pre-revised pay scale(s), dearness pay, if any, plus dearness allowance applicable from the date of joining, exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be ignored upto the 31st day of March, 2008 and such difference in total emoluments for the period from 1st day of April, 2008 to the date of publication of these rules, shall be regulated in accordance with the provisions of rule 12.

- 9. Rate of increment in revised pay structure. (1) The rate of increment in the revised pay structure shall be three *per centum* (3%) of the sum of the pay in the pay band and grade pay applicable and the resulting amount shall be rounded off to the next multiple of 10.
 - (2) The amount of increment shall be added to the existing pay in the pay band.

Provided that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band, shall be placed in the next higher pay band after one year of reaching such a maximum and at the time of placement in the higher pay band, benefit of one increment shall be allowed while the grade pay shall remain the same in the higher pay band and such Government employee shall continue to move in the higher pay band till his pay in the pay band reaches the maximum of pay band-5 (PB-5):

Provided further that in case a Government employee, who reaches the maximum of his pay band after addition of the amount of increment to the existing pay in the pay band-5(PB-5), neither further increment shall be granted to such a Government employee nor such an amount of increments shall be added to the existing pay in the pay band.

10. Date of increment in revised pay structure.— (1) In respect of all Government employees, there shall be a uniform date of annual increment and such date of annual increment shall be the 1st day of July of every year:

Provided that in case of a Government employee who had been drawing maximum of the existing scale of pay for more than a year on the 1st day of January, 2006, the next increment in the unrevised pay scale shall be allowed on the 1st day of January, 2006 and thereafter the provision of this rule shall apply.

- Note 1.— In case of Government employees completing six (6) months and above in the revised pay structure as on 1st day of July, shall be eligible to be granted the increment. The first increment after fixation of pay on the 1st day of January, 2006 in the revised pay structure shall be granted notionally on the 1st day of July, 2006 for those employees for whom the date of next increment was between 1st July, 2006 to 1st January, 2007.
- Note 2.—In case of the Government employees who earned their last increment between the period commencing from the 2nd day of January, 2005 and ending on the 1st day of January, 2006, after fixation of their pay under revised pay structure, such Government employee should get next increment on the 1st day of July, 2006.
- Note 3. In case of the Government employees whose date of next increment falls on the 1st day of January, 2006, after granting an increment in the pre-revised pay scale as on the 1st day of January, 2006, their pay in the revised pay structure should be fixed on the 1st day of January, 2006 and such Government employees should get their next increment on the 1st day of July, 2006.
- Note 4. If a Government employee opts to come under revised pay structure after any date between the 1st day of January, 2006 to the 1st day of July, 2006, his pay in the revised pay structure should be fixed accordingly, but his date of next increment should be 1st day of July, 2007.
- 11. Fixation of pay on promotion on or after 1st day of January, 2006. (1) In case of promotion from one grade pay to another in the revised pay structure on or after the 1st day of January, 2006, the fixation of pay of a government employee shall be made in the following manner, namely:–
 - (a) one increment equal to three *per* centum (3%) of the sum of the pay in the pay band and the existing grade pay shall be computed and rounded off to the next multiple of 10;
 - (b) the amount arrived at in clause (a) shall be added to the existing pay in the pay band and in case the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band shall be stepped up to such minimum;
 - (c) after the pay in the pay band so determined, grade pay corresponding to the promotional post shall be granted in addition to this pay in the pay band.
 - (2) In case where promotion of a Government employee involves change in the pay band, the same methodology as mentioned in clause (a) to clause (c) of sub-rule (1) for fixation of pay, shall be applicable.
 - (3) The benefit of fixation of pay available at the time of normal promotion under this rule shall be allowed in case of non-functional movement to higher scales.
 - Note 1. In case the Government employee opts to get his pay fixed from his date of next increment, then, on the date of promotion, pay in the pay band shall continue to be unchanged, but grade pay of the higher post shall be granted. Further re-fixation shall be done on the date of his next increment, i.e., 1st day of July. On that day, such a Government employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade pay corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post/ scale shall be allowed.

Note 2. – In case the Government employee opts to get his pay fixed in the higher grade from the date of his promotion, he shall get his first increment in the higher grade on the next 1st July, if he was promoted between the periods from the 2nd July to 1st January. However, if he was promoted between periods commencing from the 2nd January and ending on the 30th June of a particular year, he shall get his increment on the 1st July of the next year.

Note 3. – If a Government employee after getting non-functional movement to higher scale gets promotion in the same existing pre-revised scale, he shall get only one incremental benefit for the higher post without any change in the grade pay.

- 12. Payment of arrears.—(1) Notwithstanding anything contained elsewhere in these rules, or in any other rules for the time being in force, no arrears of pay to which a Government employee may be entitled in respect of the period from the 1st day of January, 2006 to the 31st day of March, 2008, shall be paid to the Government employee.
 - (2) (a) The arrears of pay to which the Government employee may be entitled to in respect of the period from the 1st day of April, 2008 to the 31st day of March, 2009, shall be paid in three consecutive equal yearly installments in cash from the year 2009-2010.
 - (b) A Government employee, who retired on any date between the 1st day of January, 2006 to the 31st day of March, 2008, shall not be entitled to any arrears of pay for the period up to the 31st day of March, 2008.
 - (c) A Government employee, who retired between the periods from the 31st day of March, 2008 to the 1st day of April, 2009, but before publication of these rules in the Official Gazette, shall receive arrears of pay for the period from the 1st April, 2008 to the date of his retirement, in cash.

Explanation.— For the purpose of this rule, "arrears of pay", in relation to a Government employee, means the difference between the aggregate of pay and allowances to which he is entitled on account of the revision of pay and allowances under these rules for the period in question and the aggregate of the pay and allowances to which he would have been entitled for that period had his pay and allowances not been so revised. The revised allowance (except for dearness allowance and non-practicing allowance) shall be payable only with effect from the 1st day of April, 2009.

Note.— Non-practising allowance at the new rate on the revised pay structure shall be admissible to the officers of the West Bengal Homeopathic Educational Service, the West Bengal Ayurvedic Educational Service, the West Bengal Homeopathic Health Service and the West Bengal Ayurvedic Health Service with effect from 1st day of April, 2009.

- 13. Classification of Government employees.-From the date of commencement of these rules, Government employees shall be classified as Group A, Group B, Group C and Group D in the following manner:-
 - (i) Group A Government employees holding all posts in the pay band Nos. 4 and 5 with grade pay ranging from Rs. 4,400 to Rs. 10,000.
 - (ii) Group B Government employees holding all posts in the pay band No. 3 with grade pay ranging from Rs. 3,200 to Rs. 4,100.
 - (iii) Group C Government employees holding all posts in the pay band No. 2 with grade pay ranging from Rs. 1,900 to Rs. 2,900.
 - (iv) Group D Government employees holding all posts in the pay band No. 1 with grade pay ranging from Rs. 1,700 to Rs. 1,800.
- 14. Overriding effect of rules.— The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any other rules, orders or notifications for the time being in force, and all such rules, orders and notifications including the West Bengal Service Rules, Part I, shall have effect subject to the provisions of these rules.
- 15. Relaxation of rules. Where the Governor is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case or class of cases, he may, by order, dispense with or relax the requirement of all or any of these rules to such extent and subject to such conditions as he may consider necessary for dealing with the case or class of cases in a just and equitable manner.

PART B
Revised Pay Structure

SI. No.	Name of Pay Band	Pay Band Scale	Grade Pay
1	PB-1	Rs. 4900-16200	Rs. 1700
2	PB-1	Rs. 4900-16200	Rs. 1800
3	PB-2	Rs. 5400-25200	Rs. 1900
4	PB-2	Rs. 5400-25200	Rs. 2100
5	PB-2	Rs. 5400-25200	Rs. 2300
6	PB-2	Rs. 5400-25200	Rs. 2600
7	PB-2	Rs. 5400-25200	Rs. 2900
8	PB-3	Rs. 7100-37600	Rs. 3200
9	PB-3	Rs. 7100-37600	Rs. 3600
10	PB-3	Rs. 7100-37600	Rs. 3900
11	PB-3	Rs. 7100-37600	Rs. 4100
12	PB-4	Rs. 9000-40500	Rs. 4400
13	PB-4	Rs. 9000-40500	Rs. 4600
14	PB-4	Rs. 9000-40500	Rs. 4700
15	PB-4	Rs. 9000-40500	Rs. 4800
16	PB-4	Rs. 9000-40500	Rs. 5400
17	PB-4	Rs. 9000-40500	Rs. 6600
18	PB-4	Rs. 9000-40500	Rs. 7000
19	PB-4	Rs. 9000-40500	Rs. 7600
20	PB-4	Rs. 9000-40500	Rs. 8000
21	PB-5	Rs. 37400-60000	Rs. 8700
22	PB-5	Rs. 37400-60000	Rs. 8900
23	PB-5	Rs. 37400-60000	Rs. 9500
24	PB-5	Rs. 37400-60000	Rs. 10000

SCHEDULE I

PART A

Details of the existing scales of pay mentioned in column (3) of Part D of this Schedule

SI. No.	Existing Pay Scales (Rs.)	Span (Years)
1	2600-55-2985-60-3525-65-4175	27
2	2700-60-3120-65-3770-70-4400	27
3	2850-65-3305-70-4005-75-4680	27
4	3000-75-3450-80-4330-90-5230	28
5	3150-80-3390-90-4380-100-5680	28
6	3350-90-3800-100-4700-125-6325	28
7	3600-100-4200-125-5700-150-7050	28
8	3800-100-4100-125-4725-150-6375-175-7775	28
9	4000-125-4250-150-5300-175-7050-200-8850	29
10	4500-150-5250-175-7000-200-8800-225-9700	29
11	4650-150-5100-175-6325-200-7925-225-10175	29
12	4800-175-5850-200-6650-225-8675-250-10925	29
13	5000-175-5700-200-6500-225-8525-250-11275	29
14	5500-200-6300-225-8325-250-11325	26
15	6000-225-7800-250-9800-275-12000	25
16	8000-275-13500	21
17	10000-325-15525	18
18	12000-375-18000	17
19	14300-400-18300	11
20	16400-450-20000	9
21	18400-500-22400	9
22	10000-300-15100-350-16500-375-18000	26
23	14300-450-22400	
24	12500-375-18500	19
		17

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PART C

Correspondence between the existing scales and the revised scales

W. Sali	Existing Pay Structure	Revised Pay Structure			
SI. No.	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay	
1	2600-55-2985-60-3525-65-4175	PB-1	Rs. 4900-16200	Rs. 1700	
2	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800	
3	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900	
4	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100	
5	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300	
6	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600	
7	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900	
8	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200	
9	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600	
10	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900	
77	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100	
12	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400	
13	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600	
14	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700	
15	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 4800	
16	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 5400	
17	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 6600	
18	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 7600	
19	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 8700	
20	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 8900	
21	18400-500-22400	PB-5	Rs. 37400-60000	Rs. 10000	
22	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 7000	
23	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 9500	
24	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 8000	

PART D

Correspondence between the existing scales and the revised scales

	E	xisting Pay Structure		Revised Pay Struct	
Pre- revised Pay Scale	Posts / Services	Existing Pay Scales (Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
No.			(4)	(5)	(6)
(1)	(2)	(3)	(4)	(5) Rs. 4900-16200	(6) Rs. 1700
1 12	All posts / Services carrying existing scales shown in column (3)	2600-55-2985-60-3525-65-4175	PB-1	A DE TRANSPORTE DE LA CONTRACTOR DE LA C	
2	-do-	2700-60-3120-65-3770-70-4400	PB-1	Rs. 4900-16200	Rs. 1800
3	-do-	2850-65-3305-70-4005-75-4680	PB-2	Rs. 5400-25200	Rs. 1900
4	-do-	3000-75-3450-80-4330-90-5230	PB-2	Rs. 5400-25200	Rs. 2100
5	-do-	3150-80-3390-90-4380-100-5680	PB-2	Rs. 5400-25200	Rs. 2300
6	-do-	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400-25200	Rs. 2600
6(a)	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3440	PB-2	Rs. 5400-25200 (Entry point minimum pay 6400)	Rs. 2600
6(b)	-do-	3350-90-3800-100-4700-125-6325 with higher initial start at 3530	PB-2	Rs. 5400-25200 (Minimum pay 6570)	Rs. 2680
7	-do-	3600-100-4200-125-5700-150-7050	PB-2	Rs. 5400-25200	Rs. 2900
8	-do-	3800-100-4100-125-4725-150-6375-175-7775	PB-3	Rs. 7100-37600	Rs. 3200
9	-do-	4000-125-4250-150-5300-175-7050-200-8850	PB-3	Rs. 7100-37600	Rs. 3600
9(a)	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4125	PB-3	Rs. 7100-37600 (Minimum pay 7680)	Rs. 3600
9(b)	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4250	PB-3	Rs. 7100-37600 (Entry point minimum pay 7910)	Rs. 3600
9(c)	-do-	4000-125-4250-150-5300-175-7050-200-8850 with higher initial start at 4550	PB-3	Rs. 7100-37600 (Minimum pay 8470)	Rs. 3650
10	-do-	4500-150-5250-175-7000-200-8800-225-9700	PB-3	Rs. 7100-37600	Rs. 3900
10(a)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4650	PB-3	Rs. 7100-37600 (Minimum pay 8650)	Rs. 3950
10(b)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 4800	PB-3	Rs. 7100-37600 (Minimum pay 8930)	Rs. 3950
10(c)	-do-	4500-150-5250-175-7000-200-8800-225-9700 with higher initial start at 6300	PB-3	Rs. 7100-37600 (Minimum pay11720)	Rs. 4220

(1)	(2)	(3)	(4)	(5)	(6)
11	-do-	4650-150-5100-175-6325-200-7925-225-10175	PB-3	Rs. 7100-37600	Rs. 4100
11(a)	-do-	4650-150-5100-175-6325-200-7925-225-10175 with higher initial start at 4800	PB-3	Rs. 7100-37600 (Minimum pay 8930)	Rs. 4100
12	-do-	4800-175-5850-200-6650-225-8675-250-10925	PB-4	Rs. 9000-40500	Rs. 4400
12(a)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5500	PB-4	Rs. 9000-40500 (Minimum pay 10230)	Rs. 4580
12(b)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 5675	PB-4	Rs. 9000-40500 (Entry point minimum pay 10560)	Rs. 4400
12(c)	-do-	4800-175-5850-200-6650-225-8675-250-10925 with higher initial start at 6450	PB-4	Rs. 9000-40500 (Minimum pay 12000)	Rs. 4780
13	-do-	5000-175-5700-200-6500-225-8525-250-11275	PB-4	Rs. 9000-40500	Rs. 4600
13(a)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5525	PB-4	Rs. 9000-40500 (Entry point minimum pay 10280)	Rs. 4600
13(b)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 5900	PB-4	Rs. 9000-40500 (Entry point minimum pay 10980)	Rs. 4600
13(c)	-do-	5000-175-5700-200-6500-225-8525-250-11275 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4600
14	-do-	5500-200-6300-225-8325-250-11325	PB-4	Rs. 9000-40500	Rs. 4700
14(a)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 5700	PB-4	Rs. 9000-40500 (Entry point minimum pay 10610)	Rs. 4700
14(b)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6100	PB-4	Rs. 9000-40500 (Entry point minimum pay 11350)	Rs. 4700
14(c)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6300	PB-4	Rs. 9000-40500 (Entry point minimum pay 11720)	Rs. 4700
14(d)	-do-	5500-200-6300-225-8325-250-11325 with higher initial start at 6525	PB-4	Rs. 9000-40500 (Entry point minimum pay 12140)	Rs. 4700

(1)	(2)	(3)	(4)	(5)	(6)
15	-do-	6000-225-7800-250-9800-275-12000	PB-4	Rs. 9000-40500	Rs. 480
15(a)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 6225	PB-4	Rs. 9000-40500 (Entry point minimum pay 11580)	Rs. 480
15(b)	-do-	6000-225-7800-250-9800-275-12000 with higher initial start at 7800	PB-4	Rs. 9000-40500 (Minimum pay 14510)	Rs. 504
16	-do-	8000-275-13500	PB-4	Rs. 9000-40500	Rs. 54
16(a)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Minimum pay 16930)	Rs. 564
6(b)	-do-	8000-275-13500 with higher initial start at 9100	PB-4	Rs. 9000-40500 (Entry point minimum pay 16930)	Rs. 540
17	-do-	10000-325-15525	PB-4	Rs. 9000-40500	Rs. 660
18	-do-	12000-375-18000	PB-4	Rs. 9000-40500	Rs. 760
19	-do-	14300-400-18300	PB-5	Rs. 37400-60000	Rs. 870
20	-do-	16400-450-20000	PB-5	Rs. 37400-60000	Rs. 890
21	-do-	18400-500-22400	PB-5	Rs. 37400-60000	Rs.1000
22	-do-	10000-300-15100-350-16500-375-18000	PB-4	Rs. 9000-40500	Rs. 700
23	-do-	14300-450-22400	PB-5	Rs. 37400-60000	Rs. 950
24	-do-	12500-375-18500	PB-4	Rs. 9000-40500	Rs. 800

PARTE

Entry Pay in the revised pay structure for direct recruits appointed on or after 01.01.2006

PAY BAND - 1	(Rs. 4900-16200)
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Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
1700	4900	6600
1800	5030	6830

PAY BAND - 2 (Rs. 5400-25200)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
1900	5400	7300
2100	5580	7680
2300	5860	8160
2600	6240	8840
2900	6700	9600

PAY BAND - 3 (Rs. 7100-37600)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
3200	7100	10300
3600	7440	11040
3900	8370	12270
4100	8650	12750

PAY BAND - 4 (Rs. 9000-40500)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
4400	9000	13400
4600	9300	13900
4700	10230	14930
4800	11160	15960
5400	15600	21000
6600	18600	25200
7000	18600	25600
7600	22320	29920
8000	23250	31250

PAY BAND - 5 (Rs. 37400-60000)

Grade Pay	Pay in the Pay Band	Total
(Rs.)	(Rs.)	(Rs.)
8700	37400	46100
8900	37400	46300
9500	37400	46900
10000	37400	47400

Part F
Non-Practising Allowance (NPA)

The Non-Practising Allowance shall be admissible at the following rates :-

Name of Services	Rate of NPA (in Rs. Per month)	With effect from	
W.B. Medical Education Service	30% of pay in the Pay Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time	01.04.2008	
W.B. Health Services, W.B. Public Health & Administrative Service, W.B. Dental Service, W.B. ESI Medical Service, Additional Medical Officer (Formerly Community Health Service Officers) and Veterinary doctors	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NPA taken together shall not exceed Rs. 80,000/- at any time.	01.04.2008	
W.B. Homeopathic Health Service, W.B. Homeopathic Education Service, W.B. Ayurvedic Health Service & W.B. Ayurvedic Education Services	25% of pay in the Pay-Band and Grade Pay subject to the condition that Basic Pay and NP/ taken together shall not exceed Rs. 80,000/- at any time.	01.04.2009	

SCHEDULE II

PART A

Services (Meniodeseas) Payasa

Form of option (See rules 5 and 6)

* (i) Ielect to the revised pay struct	ture with effect from 1st Jan		. hereby
* (ii) Ielect to continue on the ex	isting scale of pay of my	substantive / offici	hereby ating post
(a) the date of my nex	xt increment		
	ny subsequent incremen	in the	to Rs. existing
(c) the date of my pr the existing scale	comotion to		in
Declaration.— I here which may be drawn by m erroneous fixation of pay excess drawal comes / brou	in the revised pay structur	imissible to me on a	account of
	Signature		-
Date:Station:	Name	Tarah oran Mesandes (6-06) ica astata	
	Designation	March College	
	Office in	which	employed
	Department		
received the second			

^{*} To be scored out, if not applicable.

PART B

Form of fixation of initial pay in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

			By order of the Governor,
		1925	Designation
		Sign	nature of Head of Office / Department
12.	Date of next increment		
11.	시나 사람들은 그리는 살아보니 살아보니 아니는 사람들이 되었다면 하는 것이 없는 것이 없는 것이 없는 것이 없는 것이 없다면	1	
10.	Revised basic pay (sl. No. 8 + sl. No. 9)		
9.	Grade Pay to be applied in terms of West Bengal Services (Revision of Pay and Allowance) Rules, 2009		
8.	Pay in the revised pay band / scale in which pay is to be fixed		
7.			
6.	1.86 and rounded off to next multiple of 10		
	(the date of option)		
5.	Existing basic pay as on		
4.	Existing scale of pay (a) in substantive post (b) in officiating / temporary post		
3.	Status (substantive / officiating)	14 OA	elected fire herever an of calls
	Name and designation of Government Employee		
	Name of the Department and Office		

Dipankar Mukhopadhyay Principal Secretary to the Government of West Bengal

Government of West Bengal Finance Department Audit Branch

NOTIFICATION

No. 1693-F, dated 23rd February, 2009.—In exercise of the power conferred by the clause (b) of article 318 of the Constitution of India, the Governor is pleased hereby to make the following regulations:-

Regulations

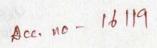
With effect from the 1st January, 2006, the Pay and Allowances of the members of the staff of the Public Service Commission, West Bengal, shall be governed by the provisions of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, published under the Finance Department notification No. 1690-F dated the 23rd February, 2009 and Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters *mutatis mutandis*.

2. The West Bengal Public Service Commission (Conditions of Service and Miscellaneous Provisions) Regulations, 1953, as subsequently amended, shall be deemed to have been further amended to the extent indicated above.

By order of the Governor,

Sd/- Dipankar Mukhopadhyay

Principal Secretary to the Government of West Bengal.





Government of West Bengal Home Department Police Branch

NOTIFICATION

No. 688-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sub-Inspectors, constables and other officers of the West Bengal Police Force:

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors, constables and other officers of the West Bengal Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*:

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column(4) thereof:-

	Exist	ing Pay Structure	Revis	ed Pay Stru	ıcture
SI.	Posts / Services	Existing Pay Scales	(4)		
No.		(Rs.)	Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(a)	(b)	(c)
1	Constable (unarmed Branch)		PB-2	Rs. 5400- 25200	Rs. 2100
2	Constable (Armed Branch)	3000-75-3450-80-4330-90-5230			
3	Assistant Sub- Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400- 25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Home Department Police Branch

NOTIFICATION

No. 689-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of Bengal Police Act, 1869 (Ben. Act VII of 1869), section 8 of the Calcutta Police Act, 1866 (Ben. Act IV of 1866), section 2 of the Calcutta Suburban Police Act, 1866 (Ben. Act II of 1866) and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Inspector, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Inspectors, Sergeants, Sub-Inspectors and other officers of the Kolkata Police Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*:

Provided that notwithstanding anything contained in the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the revised pay structure of the posts shown in column (2) of the following Schedule, shall be as shown in column(4) thereof:-

		ting Pay Structure	Rev	ised Pay Str	ucture
SI. No.	Posts / Services	Existing Pay Scales (Rs.)	(4)		
140.			Name of Pay Band	Pay Band Scale	Grade Pay
(1)	(2)	(3)	(a)	(b)	(c)
1	Constable (unarmed Branch)		PB-2	Rs. 5400- 25200	Rs. 2100
2	Constable (Armed Branch)	3000-75-3450-80-4330-90-5230		20200	
3	Assistant Sub- Inspector	3350-90-3800-100-4700-125-6325	PB-2	Rs. 5400- 25200	Rs. 2600

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Home Department Police Branch

NOTIFICATION

No. 690-PL, dated the 23rd February, 2009.—In exercise of the power conferred by section 2A, read with section 46 of the Police Act, 1861 (5 of 1861), section 4 of West Bengal Police Act, 1869 (Ben. Act VII of 1869), and the proviso to article 309 of the Constitution of India and in supersession of all rules previously made on the subject, the Governor is pleased hereby to make the following rules to regulate the pay of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the Subedar Majors, Subedars and other members of the Eastern Frontier Rifles Battalion shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with the Finance Department notification No. 1690-F dated the 23 February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*.

By order of the Governor,

Sd/- R.P. Banerjee

O.S.D. & Ex-Officio Special Secretary to the Government of West Bengal.

Government of West Bengal Civil Defence Department

NOTIFICATION

No. 342-CD, dated the 23rd February, 2009.—In exercise of the power conferred by section 16 of the West Bengal National Volunteer Force Act, 1949 (West Bengal Act I of 1949), read with the proviso to article 309 of the Constitution of India, and in supersession of the West Bengal National Volunteer Force (Officers, Subordinate other Ranks and Staff) (Pay & Allowance) Rules, 1998, published under Notification No. 3971-PL, dated the 16th October, 1998, the Governor is pleased hereby to make the following rules to regulate the pay and allowances of officers, subordinate other ranks and staff of the West Bengal National Volunteer Force:-

Rules

With effect from the 1st January, 2006, the Pay and Allowances of the officers, subordinate other ranks and staff of the West Bengal National Volunteer Force shall be governed by the West Bengal Services (Revision of Pay and Allowance) Rules, 2009 as promulgated with Finance Department Notification No. 1690-F dated the 23rd February, 2009 and the Finance Department Memorandum No. 1691-F dated the 23rd February, 2009, which is explanatory to the said rules and allied matters, *mutatis mutandis*:

Provided that in the cases where free food is supplied, the amount of pay drawn in each month in the revised scales of pay shall, subject to such changes as may be made subsequently, continue to be reduced by the existing amount as mentioned in Home (Police) Department Notification No. 3971-PL, dated 16th October, 1998.

By order of the Governor,

Sd/- A. K. Singh Principal Secretary to the Government of West Bengal.

Government of West Bengal Finance Department Audit Branch

No. 1691-F

Dated the 23rd February, 2009

MEMORANDUM

Subject: Clarificatory Memorandum on the West Bengal Services (Revision of Pay & Allowance) Rules, 2009 and on allied matters dealt with by the Fifth Pay Commission.

In Finance Department Resolution No. 6020-F dated the 28th August, 2008 the Government constituted a Pay Commission –

- (1) to examine the present structure of pay and conditions of service after taking into account the total package of benefits available to the following categories of employees and to suggest changes which may be desirable and feasible keeping in view the decisions of Central Government on the recommendations of the Sixth Central Pay Commission:—
 - (a) employees under the rule making control of the Government of West Bengal except members of the All India Services, West Bengal Judicial Service and the members of the services to whom the University Grants Commission Scales of pay and AICTE scales of pay are applicable;
 - (b) teaching and non-teaching employees of Government sponsored or aided
 - (i) educational institutions,
 - (ii) Training Institutions of Primary Teachers,
 - (iii) Libraries,
 - (iv) Polytechnics and Junior Technical Schools;
 - (c) non-teaching employees of non-Government Colleges (Sponsored or Aided);
 - (d) employees of the Municipalities, Municipal Corporations, Notified

Area Authorities, District Primary School Councils and Panchayat Bodies;

- (2) to examine the existing promotion policies and related issues and to suggest changes which may be desirable and feasible, having regard to need for improving people orientation, social accountability and efficiency of the administration;
- (3) to examine special allowance and other allowances, concessions including leave travel concession and benefits in kind which are available to the employees in addition to pay and suggest changes which may be desirable and feasible;
- (4) to examine issues relating to retirement benefits; and
- to make recommendations on each of the above having regard *inter alia* to the prevailing pay structure under the Central Government, Public Sector Undertakings and other State Governments etc., the economic conditions of the country, financial responsibility to the Government of India and the pattern of allocation of revenues to the State, the resources of the State Government and the demands thereon on account of the commitment of the State Government to developmental activities.

The Commission submitted its report on the 12th February, 2009. After due consideration of the recommendations of the Commission, the Governor has been pleased to make the decisions set out in the following paragraphs in respect of the employees under category 1(a) above:-

2. Scales of Pay – The Government has accepted the recommendation of the Commission in respect of running pay bands and grade pay corresponding to each scale of pay without any modification.

The revised pay structure which has been prescribed by the Government are set out in -

(a) Schedule I to the West Bengal Services (Revision of Pay and Allowance)
Rules, 2009 relating to services generally published with the Finance
Department Notification No. 1690-F dated the 23rd February, 2009.

- (b) Rules relating to Subordinate Executive Staff of the Police Force, published with notification No. 688-PL, 689-PL and 690-PL dated the 23rd February, 2009.
- (c) Regulations relating to the officers and staff of the West Bengal National Volunteer Force, published with the notification No. 342-CD dated the 23rd February, 2009.
- (d) Regulations relating to the officers and staff of the Public Service Commission, West Bengal, published with the Finance Department notification No. 1693-F dated the 23rd February, 2009.

These rules and regulations have been published in the extraordinary issue of Kolkata Gazettee dated the 23rd February, 2009.

- 3. Fixation of pay in the revised pay structure The principle of fixation of pay in the revised pay structure, as recommended by the Commission, has been accepted. The principle of fixation of initial pay in the revised pay structure has been laid down in the rule 7 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
 - (A) To arrive at the pay of a Government employee in the revised pay structure the following principles are to be followed:-
 - (i) The pay of a Government employee who continued in the service after 31.12.2005, may be determined subject to his option notionally as on the 1st day of January, 2006 by multiplying his existing basic pay by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
 - (ii) If the minimum of the revised pay band is more than the amount arrived at as per (i) above, the Band Pay shall be fixed at the minimum of the revised pay band.
 - (iii) In addition to the pay in the Pay Band, as determined above, Grade Pay corresponding to existing scale will be payable.
 - (B) For the purpose of fixation of pay in the revised pay structure of Government employees who are in receipt of Non-Practising Allowance

(NPA), the following method is to be followed:-

The pay in the revised pay structure is to be fixed notionally in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the existing non-practising allowance admissible at index average 536 (1982=100) is to be added while fixing the notional pay in the revised Pay Band. In such cases, the NPA at the new rates shall be drawn with effect from 01.01.2006 or the date of option for revised pay structure notionally, in addition to the pay so fixed, in the revised pay structure.

4. Option for drawal of pay in the revised pay structure -

- (i) The rules relating to exercising option for drawal of pay in the revised pay structure have been laid down in rule 5 read with rule 6 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009. The said rules prescribe the manner in which option is to be exercised and also the authority who should be appraised of such option.
- (ii) The Form in which the option should be exercised has been set out in Part A of Schedule II to the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.
- (iii) It should be noted that it is not sufficient for a Government employee to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit.
- 5. Fixation of Entry Pay in the revised pay structure for fresh recruits appointed on or after 01.01.2006 Rule 8 of the WBS (ROPA) Rules, 2009 and Part D and Part E of Schedule-I appended to the said rules prescribe the manner in which the pay to a particular post of direct recruits appointed on and after the 1st day of January, 2006 is to be regulated.
- 6. Rate of increment in the revised pay structure and date of next increment The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The

amount of increment will be added to the existing pay in the pay band.

In respect of all employees there will be a uniform date of increment and the same will be 1st July of every year.

- 7. Fixation of pay on promotion on or after the 1st day of January, 2006 For fixation of pay on promotion on or after the 1st day of January, 2006, the provisions of rule 11 and 'Notes' laid down below the said rule in the WBS (ROPA) Rules, 2009 should be followed.
- 8. Drawal of pay in the revised pay structure A Government employee will be entitled to draw pay in the revised pay structure with effect from 1st April, 2009 after initial fixation of pay in the revised pay structure as indicated in rule 7 of the WBS (ROPA) Rules, 2009 as per his option which he may exercise under the provisions of these rules. On the basis of the WBS (ROPA) Rules, 2009, detailed Fixation Tables for each stage in each of the pre-revised scales have been worked out and annexed to the memorandum for guidance of the Heads of Offices.

Pay shall be fixed by the Head of Office concerned, who shall prepare the initial pay fixation statement in duplicate in the form set out in Part B of Schedule II to the WBS (ROPA) Rules, 2009.

If any amount is drawn by an employee in excess of what is admissible to him as a result of erroneous fixation of pay in the revised scale, he shall refund the amount so drawn forthwith.

9. Non-Practising Allowance -

- (1) In case of the officers of the West Bengal Medical Education Service Non-Practising Allowance (NPA) will be @ 30% of the aggregate of the band pay and grade pay in the revised pay structure subject to the condition that the Basic pay plus NPA so computed, shall not exceed Rs. 80,000/-
 - (2) In case of officers of the West Bengal Health Service, West Bengal Public Health & Administrative Service, West Bengal Dental Service, West Bengal E.S.I. Medical Service, Additional Medical Officers (Formerly Community Health Service Officers) and Veterinary Doctors, NPA will be

- @ 25% of revised basic pay, i.e., the band pay plus grade pay in the revised pay structure, subject to the condition that the Basic pay plus NPA shall not exceed Rs. 80,000/-.
- (3) In respect of the officers of the West Bengal Ayurvedic Health Service and West Bengal Homeopathic Health Service and also their corresponding Educational Services NPA @ 25% of the revised basic pay with the condition that the revised Basic pay plus NPA shall not exceed Rs. 80,000/-, should apply.
- (4) The rates of NPA in all the above three cases on the revised pay structure shall be notional with effect from 01.01.2006. The actual benefit will be given from 01.04.2008 in case of the officers of (1) and (2) above; but the same will be allowed in the case of (3) above with effect from 01.04.2009.
- 10. Dearness Allowance Consequent upon revision of pay of Government employees in accordance with the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the dearness allowance to which a Government employee is entitled from time to time since the 1st day of January, 2006 needs to be related to pay in the revised pay structure. Necessary Government Order in this regard has been issued with Finance Department Memo. No. 1692-F dated the 23rd February, 2009.
- 11. House Rent Allowance With effect from the 1st April, 2009, the house rent allowance admissible to a Government employee shall be 15% of his revised basic pay, i.e., aggregate of the Band Pay plus Grade Pay and NPA, if any, in the revised Pay Structure subject to a maximum of Rs. 6,000/- per month. The ceiling of house rent allowance drawn by husband and wife together shall also be raised to Rs. 6,000/- per month.

The existing terms and conditions of drawal of house rent allowance by Government employees living in their own house or in a rented house shall continue to apply.

Subject to continuance of the existing terms and conditions regulating drawal of house rent allowance by Government employees provided with accommodation owned / hired by the Government and recovery of licence fee from them, the following conditions

shall be there with effect from 1st April, 2009 in respect of such category of employees:-

- (i) When a Government accommodation being in a habitable condition in all respect with appropriate supply of water, power and toilet arrangements for individual families and such a Government accommodation is earmarked for holder of a particular post, the holder will not be entitled to house rent allowance for living elsewhere.
- (ii) Group D employees, when they occupy an accommodation provided by the Government (i.e., the accommodations are earmarked) and according to their entitlement, will be exempted from payment of licence fee.
- (iii) Group D employees, who are required to occupy below standard or below entitlement accommodations, but when such accommodations are not earmarked for them, will also be exempted from payment of licence fee.

12. Medical Allowance -

- (1) The existing rate of Medical Allowance will be revised to Rs. 300/- per month in respect of Government employees and Government pensioners with effect from 1st April, 2009.
- (2) The present limit towards reimbursement of cost of medicines on each occasion of indoor treatment will also be raised to Rs. 2500/- with effect from 1st April, 2009.
- (3) Those who will opt for the West Bengal Health Scheme, 2008, will not be entitled to the benefits stated at (1) and (2) above.
- 13. Mode of Payment of Arrear The rule relating to 'Payment of arrears' as laid down in rule 12 of the WBS (ROPA) Rules, 2009 should be strictly followed for calculation of payment of arrear pay and allowances in the revised pay structure.

Sd/- Dipankar Mukhopadhyay

Principal Secretary to the Government of West Bengal

Government of West Bengal Finance Department Audit Branch

No. 1692-F

Dated the 23rd February, 2009.

MEMORANDUM

Subject: Drawal of Dearness Allowance in the revised pay structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009.

Consequent upon the revision of Pay Scales of Government employees under the provisions of West Bengal Services (Revision of Pay and Allowance) Rules, 2009, it has become necessary to relate Dearness Allowance admissible to a Government employee to his basic pay in the revised pay structure in the case he has elected or is deemed to have elected to draw pay in the revised pay structure prescribed under the aforesaid Rules.

- As it has been laid down in Rule 12 of the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, that no arrears of pay and allowances to which any Government employee may be entitled in respect of the period from the 1st January, 2006 to 31st March, 2008, shall be paid to the Government employee, the Dearness Allowance admissible to a Government employee needs to be related to his pay in the revised pay structure with effect from the 1st April, 2008 only.
- Accordingly the Governor is pleased to decide that the Dearness Allowance payable to a Government employee with effect from 1st April, 2008, shall be at the following rates:-

Period for which payable	Rate of Dearness Allowance per month on basic pay
01.04.2008 to 31.05.2008	2%
01.06.2008 to 31.10.2008	6%
01.11.2008 to 28.02.2009	9%
01.03.2009 to 31.03.2009	12%
01.04.2009 onwards	16%

- 4. The payment of Dearness Allowance under this order from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to the State Government employees with effect from 01.04.2008, 01.06.2008, 01.11.2008 and 01.03.2009, *vide* Order No. 13-F dated 01.01.2008, No. 4236-F dated 12.06.2008, No. 8195-F dated 04.11.2008 and 1370-F dated 12.02.2009 respectively.
- 5. The term 'basic pay' for the purpose of calculation of Dearness Allowance shall mean the Pay drawn in the revised pay band including the Grade Pay and NPA, where admissible, but shall not include any other type(s) of pay. In the case of those employees who do not opt for the revised pay structure as per the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, the 'Pay' shall mean the Basic pay in the scales of pay as per the West Bengal Services (Revision of Pay and Allowance) Rules, 1998 plus Dearness Allowance as sanctioned to the State Government employees with effect from 01.04.2007, vide Finance Department Memo. No. 2416-F dated 27.03.2007.
- 6. The Dearness Allowance admissible in the para 4 of this memorandum shall be rounded off to the nearest rupee in each case.

By Order of the Governor,

Sdl- S.K. Chattopadhyay

Special Secretary to the Government of West Bengal

FITMENT	TABLE IN THE REVIS	SED PAY BAND		
PRE-REVISED SCALE NO. 1	REVISED PAY BAND+GRADE PAY			
s. 2600-55-2985-60-3525-65-4175/-	PB-1 -	- + Rs. 1700/-		
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
2600	4900	1700	6600	
2655	4940	1700	6640	
2710	5050	1700	6750	
2765	5150	1700	6850	
2820	5250	1700	6950	
2875	5350	1700	7050	
2930	5450	1700	7150	
2985	5560	1700	7260	
3045	5670	1700	7370	
3105	5780	1700	7480	
3165	5890	1700	7590	
3225	6000	1700	7700	
3285	6120	1700	7820	
3345	6230	1700	7930	
The state of the s	6340	1700	8040	
3405	6450	1700	8150	
3465	6560	1700	8260	
3525	6680	1700	8380	
3590	6800	1700	8500	
3655	6920	1700	8620	
3720	7050	1700	8750	
3785	7170	1700	8870	
3850	7290	1700	8990	
3915	7410	1700	9110	
3980	7530	1700	9230	
4045	7650	1700	9350	
4110	7770	1700	9470	
4175	7890	1700	9590	
4240		1700	9710	
4305	8010	1700	9830	
4370	8130	1700	9950	
4435	8250	1700	10070	
4500	8370	1700	10200	
4565	8500	1,00		

PRE-REVISED SCALE NO. 2 REVISED PAY BAND+GRADE PAY					
Rs. 2700-60-3120-65-3770-70-4400/-	- PB-1 - Rs. 4900-16200/- + Rs. 1800/-				
PRE-REVISED		REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA		
2700	5030	1800	6830		
2760	5140	1800	6940		
2820	5250	1800	7050		
2880	5360	1800	7160		
2940	5470	1800	7270		
3000	5580	1800	7380		
3060	5700	1800	7500		
3120	5810	1800	7610		
3185	5930	1800	7730		
3250	6050	1800	7850		
3315	6170	1800	7970		
3380	6290	1800	8090		
3445	6410	1800	8210		
3510	6530	1800	8330		
3575	6650	1800	8450		
3640	6780	1800	8580		
3705	6900	1800	8700		
3770	7020	1800	8820		
3840	7150	1800	8950		
3910	7280	1800	9080		
3980	7410	1800	9210		
4050	7540	1800	9340		
4120	7670	1800	9470		
4190	7800	1800	9600		
4260	7930	1800	9730		
4330	8060	1800	9860		
4400	8190	1800	9990		
4470	8320	1800	10120		
4540	8450	1800	10250		
4610	8580	1800	10380		
4680	8710	1800	10510		
4750	8840	1800	10640		
4820	8970	1800	10770		

FITMENT TABLE IN THE REVISED PAY BAND REVISED PAY BAND+GRADE PAY REVISED PAY BAND+GRADE PAY REVISED PAY BAND+GRADE PAY				
2850-65-3305-70-4005-75-4680/-	REVISED PAY PASIC PAY			
PRE-REVISED	PAY IN THE BAND	GRADE PAY	7300	
BASIC PAY		1900	7330	
2850	5400	1900	7450	
2915	5430	1900	7570	
2980	5550	1900	7690	
3045	5670	1900		
3110	5790	1900	7810 7930	
3175	5910	1900		
	6030	1900	8050	
3240	6150	1900	8180	
3305	6280	1900	8310	
3375	6410	1900	8440	
3445	6540	1900	8570	
3515	6670	1900	8700	
3585	6800	1900	8830	
3655	6930	1900	8960	
3725	7060	1900	9090	
3795	7190	1900	9220	
3865	7320	The state of the s	9350	
3935	7450	1900	9490	
4005	7590	1900	9630	
4080	7730	1900	9770	
4155	7870	1900	9910	
4230	8010	1900	10050	
4305	8150	1900	10190	
4380	8290	1900	10330	
4455	8430	1900	10470	
4530	8570	1900	10610	
4605	8710	1900	10750	
4680		1900	10890	
4755	8850	1900	11030	
	8990	1900	11170	
4830	9130	1900	11310	
4905	9270	1900	11450	
4980	9410	1900	11430	
5055 5130	9550			

PRE-REVISED SCALE NO. 4	TABLE IN THE REVI	PAY BAND+GRA	ADE DAY	
Rs. 3000-75-3450-80-4330-90-5230/-	PB-2 -	- Charles and the second second second second		
PRE-REVISED	PB-2 - Rs. 5400-25200/- + Rs. 2100/- REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
3000	5580	2100	7680	
3075	5720	2100	7820	
3150	5860	2100	7960	
3225	6000	2100	8100	
3300	6140	2100	8240	
3375	6280	2100	8380	
3450	6420	2100	8520	
3530	6570	2100	8670	
3610	6720	2100	8820	
3690	6870	2100	8970	
3770	7020	2100	9120	
3850	7170	2100	9270	
3930	7310	2100	9410	
4010	7460	2100	9560	
4090	7610	2100	9710	
4170	7760	2100	9860	
4250	7910	2100	10010	
4330	8060	2100	10160	
4420	8230	2100	10330	
4510	8390	2100	10490	
4600	8560	2100	10660	
4690	8730	2100	10830	
4780	8900	2100	11000	
4870	9060	2100	11160	
4960	9230	2100	11330	
5050	9400	2100	11500	
5140	9570	2100	11670	
5230	9730	2100	11830	
5320	9900	2100	12000	
5410	10070	2100	12170	
5500	10230	2100	12330	
5590	10400	2100	12500	
5680	10570	2100	12670	
5770	10740	2100	12840	

PRE-REVISED SCALE NO. 5	TABLE IN THE REVISED	PAY BAND+GRA	ADE PAY
	PB-2 - Rs. 5400-25200/- + Rs. 2300/-		
Rs. 3150-80-3390-90-4380-100-5680/-	PROCESSION TO A VARIA	REVISED PAY	MERCHANICAL PROPERTY.
PRE-REVISED BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3150	5860	2300	8160
3230	6010	2300	8310
3310	6160	2300	8460
3390	6310	2300	8610
3480	6480	2300	8780
	6650	2300	8950
3570	6810	2300	9110
3660	6980	2300	9280
3750	7150	2300	9450
3840	7310	2300	9610
3930	7480	2300	9780
4020	7650	2300	9950
4110	7820	2300	10120
4200	7980	2300	10280
4290	8150	2300	10450
4380	8340	2300	10640
4480	8520	2300	10820
4580	8710	2300	11010
4680	8900	2300	11200
4780	9080	2300	11380
4880	9270	2300	11570
4980	9450	2300	11750
5080	9640	2300	11940
5180	9830	2300	12130
5280	10010	2300	12310
5380	10200	2300	12500
5480	10380	2300	12680
5580	10570	2300	12870
5680	10760	2300	13060
5780	10760	2300	13240
5880		2300	13430
5980	11130	2300	13610
6080	11310	2300	13800
6180	11500	2300	13990
6280	11690		

FITMENT	ADE BAY		
PRE-REVISED SCALE NO. 6	PB-2 - Rs. 5400-25200/- + Rs. 2600/-		
Rs. 3350-90-3800-100-4700-125-6325/- PRE-REVISED			
	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
3350	6240	2600	
3440	6400	2600	9000
3530	6570	2600	9170
3620	6740	2600	9340
3710	6910	2600	9510
3800	7070	2600	9670
3900	7260	2600	9860
4000	7440	2600	10040
4100	7630	2600	10230
4200	7820	2600	10420
4300	8000	2600	10600
4400	8190	2600	10790
4500	8370	2600	10970
4600	8560	2600	11160
4700	8750	2600	11350
4825	8980	2600	11580
4950	9210	2600	11810
5075	9440	2600	12040
5200	9680	2600	12280
5325	9910	2600	12510
5450	10140	2600	12740
5575	10370	2600	12970
5700	10610	2600	13210
5825	10840	2600	13440
5950	11070	2600	13670
6075	11300	2600	13900
6200	11540	2600	14140
6325	11770	2600	14370
6450	12000	2600	14600
6575	12230	2600	14830
6700	12470	2600	15070
6825	12700	2600	15300
6950	12930	2600	15530
7075	13160	2600	15760

	TABLE IN THE REVISED	1 PAY BAND+GIV	ADE PAY
PRE-REVISED SCALE NO. 7	PB-2 - Rs. 5400-25200/- + Rs. 2900/-		
3600-100-4200-125-5700-150-7050/-	DEVISED PAY		
PRE-REVISED	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAT
BASIC PAY	6700	2900	9600
3600	6890	2900	9790
3700	7070	2900	9970
3800	7260	2900	10160
3900		2900	10340
4000	7440	2900	10530
4100	7630	2900	10720
4200	7820	. 2900	10950
4325	8050	2900	11180
4450	8280	2900	11410
4575	8510	2900	11650
4700	8750	2900	11880
4825	8980	2900	12110
4950	9210	2900	12340
5075	9440	2900	12580
5200	9680	2900	12810
5325	9910	2900	13040
5450	10140	2900	13270
5575	10370	2900	13510
5700	10610	2900	13790
5850	10890	2900	14060
6000	11160	2900	14340
6150	11440	2900	14620
6300	11720	2000	14900
6450	12000	2900	15180
6600	12280	2900	15460
6750	12560	2900	15740
6900	12840	2900	16020
7050	13120	2900	16300
	13400	2900	16580
7200	13680	2900	16850
7350	13950	2900	17130
7500	14230	2900	17410
7650	14510	2900	17690
7800 7950	14790	2900	17000

THE TICE OF THE TIO. O	PRE-REVISED SCALE NO. 8 REVISED PAY BAND+GRADE PAY				
Rs. 3800-100-4100-125-4725-150-6375- 175-7775/-	PB-3 - Rs. 7100-37600/- + Rs. 3200/-				
PRE-REVISED	REVISED PAY				
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA		
3800	7100	3200	10300		
3900	7260	3200	10460		
4000	7440	3200	10640		
4100	7630	3200	10830		
4225	7860	3200	11060		
4350	8100	3200	11300		
4475	8330	3200	11530		
4600	8560	3200	11760		
4725	8790	3200	11990		
4875	9070	3200	12270		
5025	9350	3200	12550		
5175	9630	3200	12830		
5325	9910	3200	13110		
5475	10190	3200	13390		
5625	10470	3200	13670		
5775	10750	3200	13950		
5925	11030	3200	14230		
6075	11300	3200	14500		
6225	11580	3200	14780		
6375	11860	3200	15060		
6550	12190	3200	15390		
6725	12510	3200	15710		
6900	12840	3200	16040		
7075	13160	3200	16360		
7250	13490	3200	16690		
7425	13820	3200	17020		
7600	14140	3200			
7775	14470	3200	17340		
7950	14790	3200	17670		
8125	15120	3200	17990		
8300	15440	3200	18320		
8475	15770	3200	18640		
8650	16090	3200	18970		
8825	16420	3200	19290 19620		

	ABLE IN THE REVISE	D PAY BAND	ADE DAY
PRE-REVISED SCALE NO. 9 Rs. 4000-125-4250-150-5300-175-7050-	PB-3 -	PAY BAND+GR Rs. 7100-37600/	
200-8850/-	REVISED PAY		
PRE-REVISED	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA
BASIC PAY	7440	3600	11040
4000	7680	3600	11280
4125	7910	3600	11510
4250		3600	11790
4400	8190	3600	12070
4550	8470	3600	12350
4700	8750	3600	12630
4850	9030	3600	12900
5000	9300	3600	13180
5150	9580	3600	13460
5300	9860	3600	13790
5475	10190	3600	14110
5650	10510	3600	14440
5825	10840	3600	14760
6000	11160	3600	15090
6175	11490	3600	15420
6350	11820	3600	15740
6525	12140	3600	16070
6700	12470	3600	16390
6875	12790	3600	16720
7050	13120	3600	17090
7250	13490	3600	17460
7450	13860	A STREET, STRE	17830
7650	14230	3600	18210
7850	14610	3600	18580
8050	14980	3600	18950
8250	15350	3600	19320
8450	15720	3600	19690
8650	16090	3600	20070
8850	16470	3600	20440
9050	16840	3600	20810
9250	17210	3600	21180
9450	17580	3600	21550
9650	17950	3600	21930
9850	18330	3600	22300
10050	18700	3600	1 22000

PRE-REVISED SCALE NO. 10 Rs. 4500-150-5250-175-7000-200-	REVISED PB-3 -	PAY BAND+GR	
8800-225-9700/-	PD-3 -	HS. /100-3/600/	//- + Rs. 3900/-
PRE-REVISED		REVISED PAY	1
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA
4500	8370	3900	12270
4650	8650	3900	12550
4800	8930	3900	12830
4950	9210	3900	13110
5100	9490	3900	13390
5250	9770	3900	13670
5425	10100	3900	14000
5600	10420	3900	14320
5775	10750	3900	14650
5950	11070	3900	14970
6125	11400	3900	15300
6300	11720	3900	15620
6475	12050	3900	15950
6650	12370	3900	16270
6825	12700	3900	16600
7000	13020	3900	16920
7200	13400	3900	17300
7400	13770	3900	17670
7600	14140	3900	18040
7800	14510	3900	18410
8000	14880	3900	18780
8200	15260	3900	19160
8400	15630	3900	19530
8600	16000	3900	19900
8800	16370	3900	20270
9025	16790	3900	THE RESIDENCE AND ADDRESS OF THE PARTY OF TH
9250	17210	3900	20690
9475	17630	3900	21110
9700	18050	3900	21530
9925	18470	3900	21950
10150	18880	3900	22370
10375	19300		22780
10600	19720	3900 3900	23200
10825	20140		23620
11050	20560	3900 3900	24040 24460

	ABLE IN THE REVISE	PAY BAND+GR	ADE PAY
PRE-REVISED SCALE NO. 11 Rs. 4650-150-5100-175-6325-200-7925-	PB-3 -	Rs. 7100-37600/	
225-10175/-	REVISED PAY		
PRE-REVISED	DAY IN THE DAND	GRADE PAY	REVISED BASIC PA
BASIC PAY	PAY IN THE BAND	4100	12750
4650	8650	4100	13030
4800	8930	4100	13310
4950	9210	4100	13590
5100	9490	4100	13920
5275	9820	4100	14240
5450	10140	4100	14570
5625	10470	4100	14890
5800	10790	4100	15220
5975	11120		15540
6150	11440	4100	15870
6325	11770	4100	16240
6525	12140	4100	16610
6725	12510	4100	16990
6925	12890	4100	17360
7125	13260	4100	17730
7325	13630	4100	18100
7525	14000	4100	18470
7725	14370	4100	18850
7925	14750	4100	19260
8150	15160	4100	19680
8375	15580	4100	20100
8600	16000	4100	20520
8825	16420	4100	
9050	16840	4100	20940
9275	17260	4100	21360
9500	17670	4100	21770
9725	18090	4100	22190
9950	18510	4100	22610
10175	18930	4100	23030
10400	19350	4100	23450
10625	19770	4100	23870
10850	20190	4100	24290
11075	20600	4100	24700
	21020	4100	25120
11300 11525	21440	4100	25540

FITMENT TABLE IN THE REVISED PAY BAND				
PRE-REVISED SCALE NO. 12 Rs. 4800-175-5850-200-6650-225-8675-	REVISED	PAY BAND+GRA		
250-10925/-	PB-4 -	Rs. 9000-40500/	- + Rs. 4400/-	
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA	
4800	9000	4400	13400	
4975	9260	4400	13660	
5150	9580	4400	13980	
5325	9910	4400	14310	
5500	10230	4400	14630	
5675	10560	4400	14960	
5850	10890	4400	15290	
6050	11260	4400	15660	
6250	11630	4400	16030	
6450	12000	4400	16400	
6650	12370	4400	16770	
6875	12790	4400	17190	
7100	13210	4400	17610	
7325	13630	4400	18030	
7550	14050	4400	18450	
7775	14470	4400	18870	
8000	14880	4400	19280	
8225	15300	4400	19700	
8450	15720	4400	20120	
8675	16140	4400	20540	
8925	16610	4400	21010	
9175	17070	4400	21470	
9425	17540	4400	21940	
9675	18000	4400	22400	
9925	18470	4400	22870	
10175	18930	4400	23330	
10425	19400	4400	23800	
10675	19860	4400	24260	
10925	20330	4400	24730	
11175	20790	4400	25190	
11425	21260	4400	25660	
11675	21720	4400	26120	
11925	22190	4400	26590	
12175	22650	4400	27050	
12425	23120	4400	27520	

FITMEN	T TABLE IN THE REVIS	SED PAY BAND	
PRE-REVISED SCALE NO. 13 Rs. 5000-175-5700-200-6500-225- 8525-250-11275/-	REVISEI PB-4 -	ADE PAY - + Rs. 4600/-	
PRE-REVISED		REVISED PAY	
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5000	9300	4600	13900
5175	9630	4600	14230
5350	9960	4600	14560
5525	10280	4600	14880
5700	10610	4600	15210
5900	10980	4600	15580
6100	11350	4600	15950
6300	11720	4600	16320
6500	12090	4600	16690
6725	12510	4600	17110
6950	12930	4600	17530
. 7175	13350	4600	17950
7400	13770	4600	18370
7625	14190	4600	18790
7850	14610	4600	19210
8075	15020	4600	19620
8300	15440	4600	20040
8525	15860	4600	20460
8775	16330	4600	20930
9025	16790	4600	21390
9275	17260	4600	21860
9525	17720	4600	22320
9775	18190	4600	22790
10025	18650	4600	23250
10275	19120	4600	23720
10525	19580	4600	24180
10775	20050	4600	24650
11025	20510	4600	25110
11275	20980	4600	25580
11525	21440	4600	26040
11775	21910	4600	26510
12025	22370	4600	26970
12275	22840	4600	27440
12525	23300	4600	27900
12775	23770	4600	28370

PRE-REVISED SCALE NO. 14	T TABLE IN THE REVISE	D PAY BAND+GR	ADE PAY
Rs. 5500-200-6300-225-8325-250- 11325/-	PB-4 -	-+ Rs. 4700/-	
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
5500	10230	4700	14930
5700	10610	4700	15310
5900	10980	4700	15680
6100	11350	4700	16050
6300	11720	4700	16420
6525	12140	4700	16840
6750	12560	4700	17260
6975	12980	4700	17680
7200	13400	4700	18100
7425	13820	4700	18520
7650	14230	4700	18930
7875	14650	4700	19350
8100	15070	4700	19770
8325	15490	4700	20190
8575	15950	4700	20650
8825	16420	4700	21120
9075	16880	4700	21580
9325	17350	4700	22050
9575	17810	4700	22510
9825	18280	4700	22980
10075	18740	4700	23440
10325	19210	4700	23910
10575	19670	4700	24370
10825	20140	4700	24840
11075	20600	4700	25300
11325	21070	4700	25770
11575	21530	4700	26230
11825	22000	4700	26700
12075	22460	4700	27160
12325	22930	4700	27630
12575	23390	4700	28090
12825	23860	4700	28560

	TABLE IN THE REVIS	D PAY BAND+GR	ADE DAY
PRE-REVISED SCALE NO. 15 Rs. 6000-225-7800-250-+9800-275-	REVISE	ADE PAY	
12000/-	PB-4 -	Rs. 9000-40500	/- + Rs. 4800/-
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
6000	11160	4800	15960
6225	11580	4800	16380
6450	12000	4800	16800
6675	12420	4800	17220
6900	12840	4800	17640
7125	13260	4800	18060
7350	13680	4800	18480
7575	14090	4800	18890
7800	14510	4800	19310
8050	14980	4800	19780
8300	15440	4800	20240
8550	15910	4800	20710
8800	16370	4800	21170
9050	16840	4800	21640
9300	17300	4800	22100
9550	17770	4800	22570
9800	18230	4800	23030
10075	18740	4800	23540
10350	19260	4800	24060
10625	19770	4800	24570
10900	20280	4800	25080
11175	20790	4800	25590
11450	21300	4800	26100
11725	21810	4800	26610
12000	22320	4800	27120
12275	22840	4800	27640
12550	23350	4800	28150
12825	23860	4800	28660
13100	24370	4800	29170
13375	24880	4800	29680
13650	25390	4800	30190

PRE-REVISED SCALE NO. 16	NT TABLE IN THE REVI	D PAY BAND+GRA	DE DAY	
		Secretary of the second		
Rs. 8000-275-13500/-	PB-4 - Rs. 9000-40500/- + Rs. 5400/- REVISED PAY			
PRE-REVISED				
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
8000	15600	5400	21000	
8275	15600	5400	21000	
8550	15910	5400	21310	
8825	16420	5400	21820	
9100	16930	5400	22330	
9375	17440	5400	22840	
9650	17950	5400	23350	
9925	18470	5400	23870	
10200	18980	5400	24380	
10475	19490	5400	24890	
10750	20000	5400	25400	
11025	20510	5400	25910	
11300	21020	5400	26420	
11575	21530	5400	26930	
11850	22050	5400	27450	
12125	22560	5400	27960	
12400	23070	5400	28470	
12675	23580	5400	28980	
12950	24090	5400	29490	
13225	24600	5400	30000	
13500	25110	5400	30510	
13775	25630	5400		
14050	26140	5400	31030	
14325	26650	5400	31540	
14600	27160		32050	
14875	27670	5400	32560	
15150	28180	5400	33070	
13130	28180	5400	33580	

PRE-REVISED SCALE NO. 17 Rs. 10000-325-15525/-	REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 6600/-			
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY	
10000	18600	6600	25200	
10325	19210	6600	25810	
10650	19810	6600	26410	
10975	20420	6600	27020	
11300	21020	6600	27620	
11625	21630	6600	28230	
11950	22230	6600	28830	
12275	22840	6600	29440	
12600	23440	6600	30040	
12925	24050	6600	30650	
13250	24650	6600	31250	
13575	25250	6600	31850	
13900	25860	6600	32460	
14225	26460	6600	33060	
14550	27070	6600	33670	
14875	27670	6600	34270	
15200	28280	6600	34880	
15525	28880	6600	35480	
15850	29490	6600	36090	
16175	30090	6600	36690	
16500	30690	6600	37290	
16825	31300	6600	37900	
17150	31900	6600	38500	
17475	32510	6600	39110	

	ENT TABLE IN THE REV	CHARLES AND	
PRE-REVISED SCALE NO. 18	PB-4 - Rs. 9000-40500/- + Rs. 7600/- REVISED PAY		
Rs. 12000-375-18000/-			
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12000	22320	7600	29920
12375	23020	7600	30620
12750	23720	7600	31320
13125	24420	7600	32020
13500	25110	7600 -	32710
13875	25810	7600	33410
14250	26510	7600	34110
14625	27210	7600	34810
15000	27900	7600	35500
15375	28600	7600	36200
15750	29300	7600	36900
16125	30000	7600	37600
16500	30690	7600	38290
16875	31390	7600	38990
17250	32090	7600	39690
17625	32790	7600	40390
18000	33480	7600	41080
18375	34180	. 7600	41780
18750	34880	7600	42480
19125	35580	7600	43180
19500	36270	7600	43870
19875	36970	7600	44570
20250	37670	7600	45270

FITM	IENT TABLE IN THE RE	VISED PAY BAND	
PRE-REVISED SCALE NO. 19 Rs. 14300-400-18300/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 8700/-		
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
14300	37400	8700	46100
14700	37400	8700	46100
15100	37400	8700	46100
15500	37400	8700	46100
15900	37400	8700	46100
16300	37400	8700	46100
16700	37400	8700	46100
17100	37400	8700	46100
17500	37400	8700	46100
17900	37400	8700	46100
18300	37400	8700	46100
18700	37400	8700	46100
19100	37400	8700	46100
19500	37400	8700	46100
19900	37400	8700	46100
20300	37760	8700	46460
20700	38510	8700	47210

FITM	ENT TABLE IN THE RE	VISED PAY BAND	BU BUSCLE CO.
PRE-REVISED SCALE NO. 20 Rs. 16400-450-20000/-	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 8900/- REVISED PAY		
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
16400	37400	8900	46300
16850	37400	8900	46300
17300	37400	8900	46300
17750	37400	8900	46300
18200	37400	8900	46300
18650	37400	8900	46300
19100	37400	8900	46300
19550	37400	8900	46300
20000	37400	8900	46300
20450	38040	8900	46940
20900	38880	8900	47780
21350	39720	8900	48620
21800	40550	8900	49450
22250	41390	8900	50290
22700	42230	8900	51130

	ENT TABLE IN THE REV		
PRE-REVISED SCALE NO. 21	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 10000/- REVISED PAY		
Rs. 18400-500-22400/-			
PRE-REVISED			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
18400	37400	10000	47400
18900	37400	10000	47400
19400	37400	10000	47400
19900	37400	10000	47400
20400	37950	10000	47950
20900	38880	10000	48880
21400	39810	10000	49810
21900	40740	10000	50740
22400	41670	10000	51670
22900	42600	10000	52600
23400	43530	10000	53530
23900	44460	10000	54460
24400	45390	10000	55390
24900	46320	10000	56320
25400	47250	10000	57250

PRE-REVISED SCALE NO. 22 REVISED PAY BAND+GRADE PAY Rs. 10000-300-15100-350-16500- PB-4 - Rs. 9000-40500/- + Rs. 7000/-				
375-18000/-				
PRE-REVISED	REVISED PAY			
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PA	
10000	18600	7000	25600	
10300	19160	7000	26160	
10600	19720	7000	26720	
10900	20280	7000	27280	
11200	20840	7000	27840	
11500	21390	7000	28390	
11800	21950	7000	28950	
12100	22510	7000	29510	
12400	23070	7000	30070	
12700	23630	7000	30630	
13000	24180	7000	31180	
13300	24740	7000	31740	
13600	25300	7000	32300	
13900	25860	7000	32860	
14200	26420	7000	33420	
14500	26970	7000	33970	
14800	27530	7000	34530	
15100	28090	7000	35090	
15450	28740	7000	35740	
15800	29390	7000	36390	
16150	30040	7000	37040	
16500	30690	7000	37690	
16875	31390	7000	38390	
17250	32090	7000	39090	
17625	32790	7000	39790	
18000	33480	7000	40480	
18375	34180	7000	41180	
18750	34880	7000	41880	
19125	35580	7000	42580	
19500	36270	7000	43270	
19875	36970	7000	43970	
20250	37670	7000	44670	

	ENT TABLE IN THE REV	D DAY DAND, CDA	DE DAY	
PRE-REVISED SCALE NO. 23	REVISED PAY BAND+GRADE PAY PB-5 - Rs. 37400-60000/- + Rs. 9500/-			
Rs. 14300-450-22400/-	PB-5 - Rs. 37400-60000/- + Rs. 9500/- REVISED PAY			
PRE-REVISED	DEVICED BACIC BAN			
BASIC PAY	PAY IN THE BAND		46900	
14300	37400	9500	46900	
14750	37400	9500	46900	
15200	37400	9500	46900	
15650	37400	9500	46900	
16100	37400	9500	46900	
16550	37400	9500	46900	
17000	37400	9500	46900	
17450	37400	9500	46900	
17900	37400	9500	46900	
18350	37400	9500	46900	
18800	37400	9500	THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TW	
19250	37400	9500	46900	
19700	37400	9500	46900	
20150	37480	9500	46980	
20600	38320	9500	47820	
21050	39160	9500	48660	
21500	39990	9500	49490	
21950	40830	9500	50330	
22400	41670	9500	51170	
22850	42510	9500	52010	
23300	43340	9500	52840	
23750	44180	9500	53680	
24200	45020	9500	54520	
24650	45850	9500	55350	
25100	46690	9500	56190	

PRE-REVISED SCALE NO. 24 Rs. 12500-375-18500/-	REVISED PAY BAND REVISED PAY BAND+GRADE PAY PB-4 - Rs. 9000-40500/- + Rs. 8000/-		
PRE-REVISED	REVISED PAY		
BASIC PAY	PAY IN THE BAND	GRADE PAY	REVISED BASIC PAY
12500	23250	8000	31250
12875	23950	8000	31950
13250	24650	8000	32650
13625	25350	8000	33350
14000	26040	8000	34040
14375	26740	8000	34740
14750	27440	8000	35440
15125	28140	8000	36140
15500	28830	8000	36830
15875	29530	8000	37530
16250	30230	8000	38230
16625	30930	8000	38930
17000	31620	8000	39620
17375	32320	8000	THE RESERVE THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TWIND TWO IS NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO IS NAMED IN
17750	33020	8000	40320
18125	33720	8000	41020
18500	34410	8000	41720
18875	35110	8000	42410
19250	35810	8000	43110
19625	36510	8000	43810
20000	37200	8000	44510
20375	37900	8000	45200
20750	38600	8000	45900 46600

Government of West Bengal Finance Department Audit Branch

No. 1694-F

Dated the 23rd February, 2009.

The undersigned is directed to forward herewith some illustrations showing fixation of pay in the revised Pay Structure under the West Bengal Services (Revision of Pay and Allowance) Rules, 2009, for guidance only. Head of the Offices will ensure that pay is fixed strictly in accordance with the provisions of the aforesaid rules.

By order of the Governor,

Sd/- B. Lahiri

Deputy Secretary to the Government of West Bengal

Illustrations showing the fixation of pay under West Bengal Services (Revision of Pay and Allowance) Rules, 2009

- Illustration 1: A Government employee with basic pay of Rs. 2820/- p.m. in the existing scale of pay of Rs. 2600-4175/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.01.2006.
 - 1. Existing Scale of Pay :Rs. 2600-55-2985-60-3525-65-4175/-
 - 2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
 - 3. Existing Basic Pay as on 01.01.2006 : Rs. 2820/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 5250/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-1) : Rs. 5250/-
 - 6. Grade Pay attached to the Scale : Rs. 1700/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 6950/- (as on 01.01.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.06
- Illustration 2: A Government employee with basic pay of Rs. 3120/- p.m. in the existing scale of pay of Rs. 2700-4400/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.04.2006.
 - 1. Existing Scale of Pay :Rs. 2700-60-3120-65-3770-70-4400/-
 - 2. Pay Band (revised) applicable : PB-1 Rs. 4900-16200/-
 - 3. Existing Basic Pay as on 01.04.2006 : Rs. 3120/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 5810/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-1) : Rs. 5810/-
 - 6. Grade Pay attached to the Scale : Rs. 1800/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 7610/- (as on 01.04.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.07
- Illustration 3: A Government employee with basic pay of Rs. 4000/- p.m. in the existing scale of pay of Rs. 3350-6325/- opted for fixation of his pay in the revised Pay Structure w.e.f. 01.01.2006.
 - 1. Existing Scale of Pay :Rs. 3350-90-3800-100-4700-125-6325/-
 - 2. Pay Band (revised) applicable : PB-2 Rs. 5400-25200/-
 - 3. Existing Basic Pay as on 01.01.2006 : Rs. 4000/- p.m.
 - 4. Pay after multiplication by a factor of 1.86 : Rs. 7440/(to be rounded off to the next multiple of 10)
 - 5. Pay in the Pay Band (PB-2) : Rs. 7440/-
 - 6. Grade Pay attached to the Scale : Rs. 2600/-
 - 7. Revised Basic Pay (total of Pay in : Rs. 10040/- (as on 01.01.06) the Pay Band and Grade Pay (5+6))
 - 8. Date of next increment : Rs. 01.07.06